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1 April 1987

Minutes of the FWPAC Meeting - 17 March 1987

	eeting was held on 17 March at 10:30 Members present were:	a.m. in Room 2E62
of the upcomin	ned the meeting at 10:30 a.m. Coun- ng Women's History Week Program feat	uring Jeane Kirkpatrick a
posters on the	Council members in outlying build eir office bulletin boards to advert ents/EEO News (see attached)	ings were asked to place ise the program.
3. <u>Directoral</u>	te EEO Officer Reports	
Ser the tir of fiv Jo	- Charles reported that the Office rvices has been abolished. DDA Memore reorganization of OIS. This is a mental for recruitment. Charles visited Lousiville campus and brought back we women applicants. The Louisville ternal interviewed an applicant who graitive response to questions dealing	0236-87 details very upbeat the University PHS packages for Courier ave a very

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FWPAC Meeting Minutes 17 March 1987

reasons for applying to the CIA. The CIA came away with some excellent PR. A successful visit was made to the Atlanta University Center representing the Historically Black Colleges, in the area. The Minority Undergraduate Program has 15 candidates in final processing; 5 candidates for the Summer Fellows Program are being processed; and the UPMO panel has met and offices are receiving the files to set up interviews. In April there will be a 2-3 day Minority Student Symposium for about 25-30 students and professors. This enables the participants to get an overview of the CIA and also gives the Agency a chance to visit with prospective applicants.

reported on his first recruiting trip as the DI EEO Officer to Winston Salem State University. He is now targeting possible candidates for next years Co-op and MUP programs. During his trip to Winston Salem State he interviewed applicants and brought back nine PHS packets. Of the nine interviewed, eight were women, all with excellent grade point averages. George plans several more trips, one to Dallas to attend the Black Engineers conference, a visit to Morgan State, Winston Salem, Southern University to discuss the coop program, and a visit to Alabama A&M to continue the work begun by The DI UPMO panel will meet 30 and 31 March. A top priority for George is the career development of minorities and women in the DI. The DI will concentrate on those employees with less then 3 years service and the mid-level employees, GS 09 - 12, with untapped potential and will provide them with training to enhance their career development.

DS&T - The DS&T UPMO panel met on 16 March to rank applicants. Files will now be forwarded to appropriate offices. visited Prairie View University 12 March with representatives from the Dallas RAC. He will be attending the Black Engineers Conference next week in Dallas along with began her new job as the DS&T EEO Assistant Monday 16 March. We look forward to meeting her at the next FWAC meeting.

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FWPAC Meeting Minutes 17 March 1987

25X1	reported that the DO is working with OMS to		
	inform employees of the services provided by FELO		
25 X 1	Center provides information and/or confidential		
25 X 1	assistance toand their		
	families, particularly those returning from overseas		
	duty or those being overseas tours of duty.		
	4. Old Business		
25 X 1	reported that she, reviewed three films and have decided to use all three for "Film Week." Visual Aids provided the film committee with a computer run on films available for review from the Video Library. They will continue to review films for the lunch time film week to be held sometime this summer or fall depending on the availability of the auditorium.		
	The auditorium at Headquarters has been reserved 11 August for the		
25 X 1	CIA Women's Conference. is checking on a secure facility in DC. If an off site location is found to better meet the Conference needs, the		
25 X 1	date of the Conference could change. was unable to attend the		
	Council meeting but will set a date for the next committee meeting when		
	she returns.		
	5. The next meeting of the FWAC will be held on 21 April in Room 2C40 from 1030 - 1130.		
	6. The meeting was adjourned at 1145.		
25 X 1			
	Recording Secretary		
25 X 1			
25 X 1	ADDROG HID		
-5/(1	APPROVED: Chair Federal Women's Program Advisory Council		
	Attachment:		
	As stated CONFIDENTIAL		
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FEDERAL WOMEN'S PROGRAM MANAGER/EEO NEWS

1. Day Care Center Status

As many of you may be aware, the plot of land to the left of the Route 123 entrance to the Agency between the gate and Route 193 has been deeded to the United States Government to be controlled by GSA. The CIA is planning for multi-use of that land and has appointed a committee to investigate all possibilities for its use and to submit suggestions to upper management. The Child Day Care Center Planning Committee has made a bid for placing our CDCC there. There are many pros for changing the site from the original location to the "Scattergood Property," as it is called. Among them are:

- o Site more adaptable for child care facility
- o Better security control
- o Better vehicle access
- o Free Day Care Center space on compound for more parking space
- o Would not utilize the entire area
- o More natural surrounding for children
- o Attractive landscape/terrain
- o Separates children from workplace but within easy access

2. EEO Training Courses

Remaining FY'87 runnings of the Professional Woman's Course, Women's Executive Leadership Development Course, and Professional Men's Course are:

Professional Woman's Course

26-29 May

07-10 July

28-31 July

01-04 September

22-25 September

Women's Executive Leadership Development Course

05-08 May

18-21 August

Professional Men's Course

18 May

15 June

06 July

27 July

31 August

21 September

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FWPM/EEO News

3. Statistics Report

The first draft of the FY 1986 Women's Workforce Analysis is ready for your review. We have asked DD/OP, and C/Recruitment, to look it over before final publishing. If you have suggestions as to its format or content, let's discuss them. We hope to have this report ready to present to the new DCI when he comes on board.

4. OPM Women's Executive Leadership Training (WELP)

I attended OPM's orientation program for one of the classes in which we had participants. All of our nominees have now begun the assessment process and are writing their Individual Development Plans (IDPs). I will carefully track the progress of all seven of our people to ensure that all associated administrative tasks are carried out and will maintain an on-going record of the development and activities and will serve as liaison with OPM for each program member.

DEA Secretarial Awards

At the invitation of the Drug Enforcement Agency, I served on a panel made up of representatives from DOD and FBI to review files of candidates nominated for the DEA "Secretary of the Year" Award. A winner was selected and we will be present when the award is made. It was interesting to read the criteria for selection, the nominating letters, and the performance appraisals of the candidates. I found them not too unlike our own.

6. "Women's History Week"

Since our 17 March meeting we have presented our Women's History Month Program. At the invitation of the Office of Equal Employment Opportunity the Agency was fortunate to have the Honorable Jeane J. Kirkpatrick, former United States Ambassador to the United Nations as guest speaker on Friday, 17 March in the Headquarters Auditorium. The program designed by the Federal Women's Program, was in celebration of the many achievements of women from the past and honored those who play a vital role in our society today. Ambassador Kirkpatrick was introduced by Acting Director Robert Gates and spoke to a standing room only audience. She highlighted her talk with details of her recent visit to Russia and her discussions with Mr. Gorbachev, after which questions were received from the floor from an enthusiastic audience.

Federal Women's Program Manager

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